

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Health Administration

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					
Complaint Activity	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Number of Complaints Filed in FY 1614.704(a)	1847	1947	1900	2036	2041	1331
Number of Complainants 1614.704(b)	1715	1795	1794	1893	1881	1282
Repeat Filers 1614.704(c)	118	123	102	123	138	45

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Race	1288	1387	1365	740	743	462
Color	87	87	104	55	63	25
Religion	157	135	105	51	77	48
Reprisal	1441	1551	1577	756	799	584
Sex	942	956	1014	501	534	335
National Origin	94	91	97	169	192	103
Equal Pay Act	21	6	11	6	9	7
Age	751	941	887	494	493	322
Disability	875	857	1009	539	547	360
Other	0	0	0	0	0	0
Non-EEO						

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Health Administration

29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					
Complaints by Issue	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Appointment/Hire	91	134	75	97	98	7
Assignment of Duties	162	123	136	113	117	3
Awards	30	19	25	12	17	2
Conversion to Full-time	1	2	1	1	1	0
Disciplinary Action	293	322	295	292	363	17
Demotion	10	14	8	12	20	2
Reprimand	54	47	49	47	54	4
Suspension	97	88	79	87	112	7
Removal	55	56	47	57	55	2
Other	77	117	112	89	122	2
Duty Hours	54	54	64	29	48	1
Evaluation Appraisal	107	80	126	151	158	5
Examination/Test	1	3	1	0	1	0
Harassment	1289	1566	1557	945	1035	44
Non-Sexual	1232	1475	1491	873	980	43
Sexual	57	91	66	72	55	1
Medical Examination	9	7	13	6	9	0
Pay (Including Overtime)	115	64	82	89	66	2
Promotion/Non-Selection	555	392	387	321	359	13
Reassignment	69	67	83	74	74	3
Denied						
Directed						
Reasonable Accommodation	98	95	109	130	134	28
Reinstatement	2	4	3	1	0	0
Retirement	17	21	24	24	21	0
Termination	159	242	215	178	149	7
Terms/Conditions of Employment	41	67	43	41	45	2
Time and Attendance	175	153	153	136	149	8
Training	45	49	51	58	62	2
Other	347	424	349	267	280	16

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Health Administration

29 CFR §1614.704(f)													
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		Previous Fiscal Year Data										Num.	Ave. Days
		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave.D avs	Num.	Ave.D avs	2013	
		2008		2009		2010		2011		2012			
All complaints pending in Investigative Stage	1614.704	485	115.8	485	116	488	117.3	489	115.4	664	124.9	723	140.5
All complaints pending in Final Agency Action Stage	(f) (1)	155	434	155	434	235	498.9	270	503.4	243	513.5	152	562.4
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	501	262	501	262	230	489.4	259	473.6	234	494.1	148	546.9
Time in Investigation Stage		501	192.8	501	193	230	182.1	259	180.6	234	169.4	148	214.2
Time to issue Final Agency Action		501	69	501	69	453	120	409	*124	464	*179	362	124.9
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	265	201	265	201	1177	556.7	1234	595.8	1311	625.8	1442	685.9
Time in Investigation Stage		265	193.6	265	194	1177	183.2	1234	183.9	1311	184.3	1442	197.8
Time to issue Final Agency Action		265	8	265	8	323	14	393	15	362	12	210	20.7
* This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of 18 days; said delay computed from start of Final Action Stage [see Sec. 1614.702(g)] to receipt of investigative file in OEDCA. Actual processing time in OEDCA was 107 days.													

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Total Complaints Dismissed by Agency	345	432	367	489	368	219
Average days pending prior to dismissal	55.7	52.8	48.4	48.2	57.2	62.8

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2013
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					
	2008	2009	2010	2011	2012	
Total Complaints Withdrawn by Complainants	175	157	162	180	193	58

Veterans Health Administration

[illegible]

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Health Administration

[illegible]

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Health Administration

29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2013	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	22	100%	19	100%	28	100%	31	100%	33	100%	23	100%
Appointment/Hire			1	5%	1	4%			2	6%		
Assignment of Duties	1	4%	1	5%	3	11%	2	6%	1	3%		
Awards					1	4%	1	3%	1	3%		
Conversion to Full-time							1	3%				
Disciplinary Action	2	9%									2	9%
Demotion							1	3%				
Reprimand									2	6%	1	4%
Suspension	5	9%			1	4%	5	16%				
Removal									1	3%	1	4%
Other							1	3%	1	3%		
Duty Hours									2	6%	1	4%
Evaluation Appraisal					1	4%	2	6%			1	4%
Examination/Test	1	4%										
Harassment	6	27%									8	35%
Non-Sexual	3	14%	1	5%	5	18%	3	10%	5	15%	5	22%
Sexual	3	14%	2	11%	4	14%	3	10%	4	12%	3	13%
Medical Examination	1	4%	1	5%			2	6%	1	3%		
Pay (Including Overtime)					1	4%	1	3%				
Promotion/Non-Selection	3	14%	4	21%	8	29%	5	16%	6	18%	2	9%
Reassignment	4	18%									1	4%
Denied					1	4%						
Directed	4	18%			1	4%			2	6%	1	4%
Reasonable Accommodation	3	14%	1	5%	3	11%	8	26%	6	18%	9	39%
Reinstatement					1	4%						
Retirement												
Termination	4	18%	1	5%	7	25%	3	10%	2	6%		
Terms/Conditions of Employment					1	4%						
Time and Attendance	1	4%	1	5%	1	4%	2	6%	2	6%		
Training			1	5%								
Other	6	27%	5	26%	4	14%	4	13%	5	15%	2	9%

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Health Administration

29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2013	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	11	50%	14		19		21	68%	22	67%	6	26%
Appointment/Hire												
Assignment of Duties			1	100%	3	100%	1	50%	1	100%		
Awards					1	100%	1	100%	1	100%		
Conversion to Full-time							1	100%				
Disciplinary Action	1	50%									2	100%
Demotion							1	100%				
Reprimand												
Suspension	1	50%					4	80%			1	100%
Removal									1	100%	1	100%
Other												
Duty Hours											1	100%
Evaluation Appraisal					1	100%	2	100%	2	100%		
Examination/Test												
Harassment											2	25%
Non-Sexual			1	100%	2	40%	2	67%	4	80%	1	20%
Sexual			1	50%	0	0%	2	67%	2	50%	1	33%
Medical Examination							1	50%	1	100%		
Pay (Including Overtime)												
Promotion/Non-Selection	3	100%	4	100%	8	100%	5	100%	5	83%	2	100%
Reassignment	2	50%										
Denied	0											
Directed	2	50%							1	50%		
Reasonable Accommodation	1	33%			1	33%	3	38%	3	50%	1	11%
Reinstatement					1	100%						
Retirement												
Termination	2	50%	1	100%	4	57%	2	67%	1	50%		
Terms/Conditions of Employment					1	100%						
Time and Attendance	1	100%	1	100%	1	100%	2	100%				
Training			1	100%								
Other	3	50%	4	80%	4	57%	2	50%	3	60%		

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Health Administration

29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2013	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	22	100%	19	100%			31	100%	33	100%	23	100%
Findings Without Hearing 704(k)(2)	11	50%	5	26%			10	32%	11	33%	17	74%
Appointment/Hire			1	100%					2	100%		
Assignment of Duties							1	50%			1	100%
Awards												
Conversion to Full-time												
Disciplinary Action	1	50%										
Demotion												
Reprimand												
Suspension	1	50%			1	100%	1	20%				
Removal												
Other									1	100%		
Duty Hours												
Evaluation Appraisal											1	100%
Examination/Test	1	100%										
Harassment	6	100%									6	75%
Non-Sexual	3	100%			3	60%	1	33%	1	20%	4	80%
Sexual	3	100%	1	50%	4	100%	1	33%	2	50%	2	67%
Medical Examination			1	100%			1	50%				
Pay (Including Overtime)							1	100%				
Promotion/Non-Selection									1	17%		
Reassignment	2	50%									1	100%
Denied	0											
Directed	2	50%			1				1	50%	1	100%
Reasonable Accommodation	2	67%	1	100%	2	67%	5	63%	3	50%	8	89%
Reinstatement												
Retirement												
Termination	2	50%			3	43%	1	33%	1	50%		
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other	3	50%	1	20%	3	43%	2	50%	2	40%	2	100%

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Health Administration

29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Total complaints from previous Fiscal Years 704(l)(1)	518	754	937	1033	1139	1635
Total Complainants 704(l)(2)	468	690	837	925	1017	1436
Number complaints pending: 704(l)(3)						
Investigation	0	4	1	2	7	13
ROI issued, pending Complainant's action	5	7	6	5	9	26
Hearing	453	615	770	812	904	1355
Final Agency Action	46	106	117	134	111	135
Appeal with EEOC Office of Federal Operations	14	22	43	80	108	106

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Number Pending Completion of Investigation	485	445	488	490	665	723
Pending Investigations Over Required Time Frames	30	9	21	15	42	151